FOURTH REPORT

OF THE

PAKISTAN PUBLIC SERVICE COMMISSION

FOR THE

PERIOD 1st JANUARY TO 31st DECEMBER, 1952

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INTRODUCTION

1. The Pakistan Public Service Commission have not yet published any of their Annual Reports; indeed the Government of India Act, 1935, as adapted in Pakistan, does not lay upon the Commission any obligation to give an account of their work. But the Commission desire to take the public into their confidence and the reports prepared are now being published with the consent of Government. This, the fourth report, deals with the year 1952.

Functions of the Commission

2. The basic functions of the Commission continued to be those laid down in section 266 of Government of India Act, 1935, as adapted by Pakistan (Provisional Constitution) Order, 1947. The main duty of the Commission is to advise the Governor-General regarding the recruitment and discipline of Government officers.

Personnel

3. The year under review saw a complete change in the membership of the Commission. Mr. Shahid Suhrawardy, the doyen of the first Commission to hold office in Pakistan, retired on June 14th. Mian M. Afzal Husain and Mr. Charles M. Lobo made over charge of the offices of the Chairman and the Member respectively on the 30th September.

4. There was a short interregnum until 20th October 1952 when Mr. Zakir Husain, who had been Inspector-General of Police, East Bengal, became Chairman of the Commission.

5. The two new Members were Mr. U. Kramet and Wazirzada Sardar Gul Mohammed Khan. Mr. Kramet came to the Commission on 25th October 1952 from the Punjab, where he had been Director of Public Instruction and Secretary to Government in the Education Department. Wazirzada Sardar Gul Mohammed Khan, erstwhile Chairman of the Punjab and N.W.F.P., Joint Public Service Commission was not able to join the Pakistan Public Service Commission until 29th November 1952, as he was in England at the time of this appointment.

6. Mr. D. S. Ife, C.S.P., continued to be the Secretary of the Commission throughout the year.

7. Mr. Sardar Ahmad, the permanent Assistant Secretary of the Commission, went abroad to study the working of the Civil Service Commissions of Canada and the U.S.A. under the United Nations Technical Assistance Programme. He was away from 21st July 1952 to 30th November 1952 and during this period Mr. Anwarul Hasan Quraishi, Superintendent, officiated as Assistant Secretary.

8. Khan Bahadur F. E. Quraishi, Officer on Special Duty, Mr. Rafi-uz-Zaman Khan, Psychologist and Agha Iftikhar Hosain, Officer on Special Duty (II) all continued in their respective posts throughout 1952.

9. Mr. S. Mahmud Ahmad, an officer of the General Administrative Reserve, joined as Officer on Special Duty on the 14th July, 1952, against a training post created for a period of six months in the first instance.

Staff

10. The ministerial and class IV staff of the Commission at the end of December 1952, consisted of :—

Superintendents	5
Assistants-in-Charge	2
Assistants	30
Confidential Assistants	3
Upper Division Clerks	4
Lower Division Clerks	34
Stenographers	4
Stenotypists	2
Record Sorters/Daftries	7
Jamadars	3
Peons (including Farash & Chowkidar)	16
Sweepers	2

11. In addition, the Commission continued to maintain two tiny Branch Offices at Dacca and Lahore. The strength of the Dacca office was one Superintendent, one Nazir, one Clerk-typist and one peon. The Lahore office had one senior clerk, one junior clerk and one peon. The Commission asked Government to grant Secretariat pay and status to their officers and staff but this has not yet been done.

Accommodation

12. The work of the Commission has now expanded to such an extent that the Hindu Gymkhana building has become inadequate for current need and a seriious obstacle to future progress. The Commission asked Government for better accommodation but Government have not been able to provide it.

Receipts and Expenditure

13. The total receipts and expenditure during the financial year 1951-52 were as follows :—

	Rs.
Receipts :—	87,300
Expenditure :—	
(a) Pay of officers	1,43,212
(b) Pay of Establishment	1,60,463
(c) Allowances & Honoraria	1,17,017
(d) Other charges	1,80,053
	6,00,745

Receipts and Issues

14. 55140 letters were received and 45003 issued during the year.

Competitive Examinations

15. The written examination is still the basis of selection, but all the big examinations, except that for the Ministerial Services, include an interview for which more marks are awarded than for any subject in the written examination.

16. Government, as the biggest employer, should endeavour to provide opportunitiies at every wing of educational ladder after the school-leaving age. In 1952 the examinations conducted by the Commission ranged from that for Mercantile Marine Cadets, intended for boys of 15 or 16, to the Central Superior Services Examination, which attracts the best graduates of Pakistan. The other important examinations held in 1952 were those for the Central Engineering Services, Central Overseas Scholarships and for the Ministerial Services (Assistants and Clerks).

17. A number of young Pakistanis suitable for the Central Superior Services Examination or the Central Engineering Services Examination, go abroad for higher studies. Realising that such students cannot interrupt their studies in order to return to Pakistan to take one of these examinations, the Commission urged the Government to allow both examinations to be held abroad. This recommendation was accepted and the two examinations were held in London for the first time in 1952. The Central Superior Services Examination was held in Washington also. The Commission consider that the experiment was justified as some of the candidates recruited abroad were excellent.

18. Only a small fraction of the candidates displayed sound knowledge, adequate reasoning power and ability to distinguish between the relevant and irrelevant. This state of things has been brought to the notice of the Ministry of Education, and of the universities; especiallly through the Report on the 1952 Central Superior Services Examination, which contained a number of suggestions for reform.

Viva-Voce Tests

19. The Interview Boards were constituted by the Commission with great care. The Chairman presided and the Boards represented the Central and Provincial Governments as well as the Universities. In 1952 as in 1951, the Board had the benefit of the advice of a psychologist who tested the candidates a day before their interviews.

Central Superior Services Examination

20. The fourth Central Superior Services Examination for appointment to 63 posts in the C.S.P., the P.F.S., the P.S.P., and other superior administrative services was announced at the end of 1951. The examination, which commenced on the 14th January and concluded on the 6th February, was held simultaneously in Karachi, Lahore, Dacca, London and Washington.

21. A detailed report has been published; here it will suffice to say that 645 candidates applied for admission, 610 were accepted and 486 took the examination. The result of the written examination was announced—more quickly than ever before—on the 19th March 1952. The candidates who passed the written examination in Washington were interviewed in May and the others in March and April.

22. The final result was communicated on the 29th May 1952, less than 4 months after the written examination finished. 84 candidates qualified.

Central Engineering Services

23. The second competitive examination for 65 posts in the various Engineering Services of the Government of Pakistan, was held simultaneously at Karachi, Lahore, Dacca and London from the 14th to 20th April. 173 candidates applied for admission, 160 were accepted, 104 took the examination and 63 qualified. All the candidates who qualified were interviewed in July and August, except the London candidate, who, for reasons of economy, was interviewed in April at about the same time as the Central Superior Services candidates and before the result of the written examination was known.

24. The result of the examination was communicated to the Government on the 23rd August but no information regarding the appointments made on the results of this examination had been received at the end of the year under review.

Central Overseas Scholarships

25. The Central Overseas Scholarships Examination 1952 was held at Lahore, Dacca and Karachi from 25th to 28th February 1952. All the candidates were examined in English Essay and General Knowledge and candidates other than those for the awards in Journalism, Commercial Art, Printing, Domestic Science and Physical Training were also required to offer two papers in the subject of the award. There were also optional papers in French and German. All the candidates who took the written examination were invited to the VIVA VOCE test. On May 10th an Ad Hoc Committee met at the Commission's office and made the final selections for five scholarships reserved for women. A report giving full details has been published. Here it will suffice that 113 candidates applied for these scholarships of whom 99 were eligible. But only 68 took the examination and a mere 14 qualified.

26. The material was so poor that it was not possible for the Commission to make any recommendation for the award of scholarships in 14 of the 28 subjects. It would seem that the number of overseas scholarships available now exceeds the number of suitable candidates available. Nevertheless the award of eighteen Overseas Scholarships left over from the previous years, was announced in December 1952.

Mercantile Marine Training

27. The second Mercantile Marine Training Examination was held at Dacca, Lahore and Karachi from 18th to 20th August 1952. 57 boys applied, 45 were accepted, 38 took the examination and 21 qualified.

28. The notice relating to the examination did not mention a VIVA VOCE test, but an interview had to be held because 4 boys who passed the written examination submitted answer books in their own languages and the Commission were therefore in doubt as to whether their English was good enough for them to profit by training in the United Kingdom. The qualifying mark at the interview was the same as in the written examination, *viz.* 30%. The result was communicated to the Government on November 27, just over 3 months after the examination had ended.

Ministerial Services

29. In 1952 a new subject—Clerical Aptitude—was introduced for the first time. This subject consists of an intelligence test and of questions designed to test the *potentialities* of the candidates for clerical operations, such as indexing, sorting and recording.

30. The examination for *Assistants and Upper Division Clerks* was announced early in May 1952, the subjects being :—

(i) English.
(ii) Arithmetic.
(iii) General Knowledge.
(iv) Clerical Aptitude Test.

This examination was held from 30th July 1952 to 2nd August 1952. 682 persons applied, 653 were declared eligible, 528 took the examination and 323 qualified for appointment. The marking of the scripts and the compilation of the result took about 10 weeks, the result being declared on 16th October 1952.

31. The date of announcement, the closing date and the centres of the *Lower Division Clerks* examination were the same as those for the Ministerial Services (Assistants|Upper Division Clerks) examination, except that there was an additional subject, *viz.* typewriting. 1217 persons applied, 1190 were accepted, 1123 took the examination and 255 qualified for appointment.

32. The examination was held simultaneous'y at 4 centres from 3rd to 6th August 1952. The typewriting test which started on August 7th lasted 5 days at Karachi, two days at Rawalpindi and one day at Lahore and Dacca. The result of this examination* was announced on November 13th, 1952.

Other Examinations

33. In addition to these big examinations the Commission have to conduct a number of small examinations for those already in Government service.

C. S. P. (Probationers) Final Passing Out

34. The Commission held the Final Passing Out Examination of 24 C. S. P. Probationers who were selected for appointment on the results of the 1950 C. S.S. Examination at Dacca in March, 1952. The result was communicated to the Government on the 26th May, 1952. This was the last of the Final Passing Out Examinations to be held in March.

35. The 14 probationers selected for appointment to the Civil Service of Pakistan on the results of the C. S. S. Examination, 1951, took their final in December, 1952. 12 probationers who had failed at the Final Passing Out Examinations in March 1951 or March 1952 also took this examination, which was held at Karachi, Lahore and Dacca.

P. F. S. (Probationers) Final Passing Out

36. The Final Passing Out Examination of the 1950 Pakistan Foreign Service (Probationers) was held by the Commission in April 1952 after the probationers had completed their training abroad. Four probationers took the examination in Karachi which consisted of a written test and a VIVA VOCE test. Five probationers who had failed at the Final Passing Out examination held in April 1951 also took this examination at their respective stations, *viz.*, New Delhi, Calcutta, Washington, Ankara and Paris, at the same tiime as their colleagues in Pakistan. The marks were communicated to Government on the 6th May but in the absence of any probationary rules for this service the Commission did not fix any qualifying standard.

*208 candidates, who qualified in all the subjects except typewriting, were given another chance at a supplementary typewriting test held early in 1953.

P. S. P. (Probationers) Final Passing Out

37. Sixteen probationers appeared at the Final Passing Out examination of 1951 P. S. P. probationers, which was held by the Commission in December at the Police Training College, Sardah, East Bengal.

38. The Commission also made arrangements for the re-examination of 15 P. S. P. probationers who had failed at the Final Passing Out examination held in December 1951 but the examination was postponed at the eleventh hour at the request of the Ministry of the Interior.

Examinations for Stenographers and Stenotypists

39. These examinations, announced on February 15th were to have been held in May 1952, but owing to Ramzan they were postponed till after 'Id-ul-Fitr'. The examinations were held at Karachi, Lahore, Rawalpindi and Dacca. Liberal concession in age, attractive scales of pay and prospects attracted a record number of candidates—948 for the posts of Stenographers and 703 for the posts of Stenotypists.

40. For the first time candidates for these examinations were also required to take a "Clerical Aptitude and Ability Test".

41. On 9th July 1952, sixteen candidates walked out from the examination hall at the Karachi centre as a protest against the dictation. The Commission inquired into the incident and found that the grievance was unreal. The candidates were, therefore, disqualified.

Proficiency Tests

42. Thirteen proficiency tests were conducted for Stenographers, Stenotypists and Typists employed by the Government of Pakistan. Ten of these tests were held at Karachi and three at Rawalpindi. A proficiency test for Urdu typists was also held in November 1952.

Typewriting Tests

43. Twenty-five tests in typewriting were held at Karachi and two tests at Rawalpindi in connection with the grant of increments and the confirmation of ministerial staff of the Central Government. 2364 candidates applied for admission to these tests and 654 qualified.

Selection by Interview

44. The Commission are often asked to find candidates for posts which require personal qualities and acquired skills which cannot be tested by an academic examination or perhaps the need is for a highly qualified specialist for whom an examination would be inappropriate. In these cases the emphasis is on the interview: but if the number of candidates is numerous enough to justify the expense, a written test is sometimes used as a sieve.

45. The Recruitment Branch of the Commission's office prepares summaries of the requisitions received from the Ministries|Divisions. These summaries are published in suitable newspapers, announced by Radio Pakistan and sent to Colleges and Employment Exchanges and various Departments of Provincial Governments. The Commission do not make any significant change in the qualifications, etc. prescribed by the Ministries|Divisions, except when they consider that the qualifications, etc. are vague, unrealistic or confusing. In such cases the draft advertisements, together with the Commission's views are usually shown to the requisitioning authority before publication.

46. After the last date for receipt of applications the Commission scrutinise the applications and eliminate candidates who do not possess the minimum qualifications.

47. The Commission usually seek the assistance of independent advisers in making selections for posts requiring highly technical qualifications.

48. In 1952 the Commission issued 57 consolidated advertisements for 369 posts and 33 scholarships. In response to these advertisements the Commission received 2594 applications. 1408 candidates were interviewed. A few applications were received from abroad and decided without interview on the basis of paper qualifications.

49. The Commission made seven trips to Lahore and five to Dacca. The interviews at Karachi were held on 62 days, at Lahore on 23 days and at Dacca on 20 days.

50. Five recruitment cases, pending at the close of 1951, were completed during the year under report.

51. In most cases the Commission's nominees were accepted by Government. 224 candidates recommended by the Commission were appointed, but 31 posts had not been offered to the Commission's nominees by the end of 1952. 52 posts were not filled on account of financial difficulties.

52. The Commission report with regret that, despite unemployment, they were unable to find suitable candidates for 54 posts. Recruitment in East Bengal is particularly difficult as no newspaper reaches all sections of that province.

53. The Commission decided that a written test as well as an interview was necessary in the following cases :—

(i) Assistant Station Directors, Radio Pakistan.

(ii) Research Officer and Economic Investigators, Ministry of Labour.

(iii) English Reporters, Constituent Assembly of Pakistan.

54. The posts of :—

(i) Tug Engineer, East Bengal Railway ;

(ii) Textile Commissioner, Ministry of Industries ;

(iii) District|Divisional Signal Engineer, Pakistan Railways ;

(iv) Assistant Signal Engineers, Pakistan Railways ;

(v) Publicity and Public Relations Officer, Pakistan Railways ;

(vi) District|Divisional Electrical Engineer, Pakistan Railways ;

(vii) Chief Engineer for the Chalna Anchorage.

(viii) Chief Engineer for the Tug, Chalna Anchorage ;

(ix) Officer on Special Duty, Printing and Stationery ;

(x) Signal Engineer, East Bengal Railway ;

(xi) Marine Superintendent, East Bengal Railway ;

(xii) Director (Power Branch) Central Engineering Authority ;

(xiii) Director (Electrical Branch) Central Engineering Authority ;

for which technical qualifications are essential, were advertised not only in Pakistan but in at least one of the following countries :—

U. K., U. S. A., Japan, West Germany, France and Holland.

55. In these cases the High Commissioner or the Ambassador concerned constituted a Committee which interviewed the candidates and sent its recommendations to the Commission. The Commission then made the selection.

56. The Ministry of Education twice advertised scholarships and then decided to ask the Commission to make the selection. The Commission accepted the applications with reluctance and made the selections.

Cost of Newspaper Advertising

57. In 1952 strenuous efforts were made to shorten advertisements and thereby reduce their cost. The following figures show that though the number of recruitment cases advertised in 1952 was the highest in the history of Pakistan the cost of advertising then was Rs. 12,000 less than the expenditure in 1951 and the average cost of each advertisement little more than half of what it was in 1950.

Year	No. of recruitments advertised	Average cost	Total cost
		Rs.	Rs.
1948	100	358 2 9	35,817 6 0
1949	116	398 15 8	46,281 10 0
1950	134	434 13 7	58,270 1 3
1951	131	379 2 7	49,669 15 3
1952	148	251 14 3	37,280 2 0

58. This substantial saving was made without reducing the number of newspapers (eleven) in which the Commission's advertisements were published.

Appointments made without Advertisement

59. During the year under review the Commission were asked to approve 117 cases of appointments made without advertisement, some of them before the Commission came into being. The Commission gave advice in all these cases and also completed eighteen cases pending from 1951.

Promotions

60. Many Recruitment Rules require a certain percentage of posts to be filled by promotion. Thus the Commission have often to determine the suitability of officers for promotion, particularly from class II to class I.

61. During the year under review, sixty-two cases were referred to the Commission for advice; the most important relating to the confirmation of officers of the Provincial Civil Service (Executive and Judicial) in Listed Posts. Seven cases left over from the previous year were completed during the period under review.

Departmental Promotion Committees and Ad Hoc Selection Boards

62. In seven cases the Commission were asked to depute a Member to participate in the meetings of a Departmental Promotion Committee.

The Commission, being a corporate body, could not agree. They suggested, that, if necessary, the proceedings of the Committee should be sent to them for advice.

Irregular Appointments|Promotions

63. Eleven cases of irregular appointments|promotions involving 33 officers came to the notice of the Commission during the period under report.

64. Several persons appointed under Regulation 4 (b) of the Pakistan Public Service Commission (Consultation by the Governor-General) Regulations continued in employment for more than a year without any reference to the Commisssion. Whose still certain persons appointed under Regulation 4 (b) kept their jobs even after they had been rejected by the Commission as unsuitable.

65. The Commission would like it to be known that if an officer continues in the service of the Central Government for more than a year without their approval his appointment or promotion is almost always irregular. The Commission are doing their best to stop irregularities of this kind and will advert to the subject again in their 1953 report.

66. In 1952 very few Monthly returns showing class I or II appointments and promotions made without reference to the Commission were received regularly and the very purpose of these returns was defeated by the negligence of certain Ministries.

67. Although Karachi was separated from Sind in July 1948, the Ministries of the Interior and of Finance had not reported the class I and II appointments made in the Karachi Administration without the approval of the Commission by the end of the year under review.

68. The Ministry of Kashmir Affairs submitted a consolidated return in June 1952, for the period from 1st March 1949 to 31st March 1952.

69. Returns in respect of the Manpower and Employment Department under the Ministry of Labour were not received regularly.

70. Some of the irregular appointments|promotions made in the Ministry of Refugees and Rehabilitation, such as the appointments of Deputy Refugee Commissioners, Welfare Officers, etc., were reported to the Commission very late. The Commission objected but these appointments were not regularised by the end of 1952.

Disciplinary Cases

71. The Commission were consulted regarding nine cases of discipline. Government accepted the Commission's advice in each case, except one, which had not been decided by the end of the year under review. The Commission also completed 3 cases pending from 1951.

72. Twenty-one candidates for the M.S. (Assistants|U.D.Cs.|L.D.Cs.) Examinations, 1952, and three candidates for the Stenographers and Stenotypists Examinations presented documents in which the date of their birth appeared to have been tampered with. The appropriate educational institutions in India were addressed through the High Commissioner for Pakistan but the correspondence was usually infructuous. The Government of India suggested a reciprocal agreement for the exchange of information. The Ministry of Foreign Affairs and Commonwealth Relations are in correspondence with the Government of India, but no agreement has been signed yet and meanwhile schools in India are forbidden to give the information without which it is difficult for the Commission to decide whether they should recommend the prosecution of these candidates.

73. A Dacca candidate for the Central Superior Services Examination 1952, submitted forged documents. The Commission not only disqualified him from the examination and all subsequent examinations but also recommended that he should be debarred from all service under the Government. The Commission's recommendation was accepted.

74. The Central Engineering Service candidate (mentioned in para. 18 of the 1951 reports) who tampered with his age certificate has been debarred from the Commission's examinations. The Commission advised Government to debar him from service under the Government of Pakistan, but this has not been done.

75. A Central Superior Services candidate was caught red-handed copying in the Examination Hall at Dacca. He was disqualified from this and all subsequent examinations of the Commission.

MISCELLANEOUS

Domicile

76. One case regarding the determination of domicile was referred to the Commission during the year under review. The applicant claimed non-Asiatic domicile, but the Commission advised that he should be deemed to be of Asiatic domicile and this advice was accepted by the Government.

Seniority

77. Seven cases for the determination of seniority were referred to the Commission for advice. The Government accepted the Commission's advice in all these cases.

Excluded Cadre Posts

78. Twelve cases regarding the designation of certain posts as excluded cadre posts, were referred to the Commission for concurrence. The advice of the Commission was accepted by the Government in every case except one.

Pensions

79. The Commission tendered their advice on a case of extraordinary pension sent to them during the year under review. The advice of the Commission was accepted.

80. Two cases of withholding of special additional pension were received by the Commission during the year under report. The advice tendered by the Commission has been accepted by the Government.

Reimbursement of Legal Expenses

81. The Commission were asked to advise Government regarding five claims filed by Government servants for the payment of legal expenses they incurred in defending themselves against judicial proceedings. The Commission advised the rejection of four claims and the acceptance of one. The Government did not inform the Commission whether their advice had been accepted.

82. The Commission disposed of 119 minor cases, other than those referred to above.

Recruitment Rules

83. In response to the Government's instructions issued in 1949, the following Recruitment Rules were referred to the Commission during the period under review :—

1. Recruitment Rules for Class I and II posts in the Pakistan Animal Husbandry Research Institute, Peshawar and its Sub-Station at Comilla and Quetta.
2. Recruitment Rules for General Central Services Class I and II posts in the Survey of Pakistan, viz., Manager, Litho Printing Office, etc.
3. Recruitment Rules for Class II posts in the Central Animal Husbandry Organisation, Karachi.
4. Recruitment Rules for Class I and II posts in the Survey of Pakistan, Agriculture Division.
5. Recruitment Rules for Class I and II posts in the Military Lands and Contonments Service, Ministry of Defence.
6. Recruitment Rules for Class I and II posts in the Co-operation and Marketing Department, Agriculture Division.
7. Recruitment Rules for Class I and II (Gazetted) posts in the Education Division.
8. Recruitment Rules for Class I and II posts in the Directorate of Botanical Survey of Medicinal Herbs and Plants, Agriculture Division.
9. Recruitment Rules for the posts of Assistant Accounts Officer and various Class II (non-Gazetted) posts in the Railway Accounts Department.
10. Recruitment Rules for the technical Gazetted posts in the Plant Protection Department under the Ministry of Food and Agriculture (Agriculture Division).
11. Recruitment Rules for non-diplomatic executive cadre in the Ministry of Foreign Affairs and Commonwealth Relations.
12. Recruitment Rules for Class I and II posts in the Department of Archæology.
13. Recruitment Rules for Class II Medical Service, Health Division.
14. Recruitment Rules for the posts of Research Officer (Gazetted) and Economic Investigator (non-gazetted) in the Ministry of Labour.

84. The Commission tendered their advice in all these cases but the only rules which have been published are those of the Survey of Pakistan. In most of the other cases cited above the Commission suggested certain modifications and are still waiting for a reply.

85. Despite many requests by the Commission the Ministries of Health and Works, Information and Broadcasting and Defence have not made recruitment rules for the posts under their control, but have merely informed the Commission that the matter is " still under consideration ".

86. The progress made in this important work has been very slow and should be accelerated.

Disregard of the Advice of the Commission

87. Five cases in which there has been a difference of opinion between the Commission and the Government are cited below.

88. In 1949 a requisition was received for the recruitment of a Controller of Insurance in the Commerce Division. The Commission under-went a lot of trouble and expense in order to find a qualified candidate but were at first unable to make any recommendation. They therefore agreed to the appointment of the Ministry's nominee, for one year with effect from 26th June 1950. Later on the Ministry's nominee was allowed to continue in the post till such time as a suitable candidate was recommended by the Commission.

89. The post was readvertised by the Commission in 1951 and our Missions in the U.K., France, U.S.A., Canada and Egypt all assisted in the search. This time the Commission were able to find an excellent candidate and on March 1st they recommended him for appointment. No offer of appointment was made in the year under review although the Commission warned the Ministry that delay would probably result in the loss of a valuable officer.

90. In September 1949, the Health Division of the Ministry of Health and Works asked the Commission to approve the promotion of a departmental candidate, who had been appointed in August 1947 to a Class I post of Airport Health Officer, Karachi Airport. In November 1949, the Commission advised that the post should be advertised through them. Instead of implementing the advice of the Commission, the Ministry waited till recruitment rules had been framed, under which the post could be filled by promotion. So the Commission had to withdraw their previous advice and to approve the appointment of the departmental candidate, although his appointment from August 1947 till October 1952, was (and still is) irregular.

91. The Commission did not recommend a P.C.S. (Executive) Officer from Baluchistan for AD HOC appointment to the C.S.P. because in their opinion no candidate from that province was suitable for the C.S.P. The convention laid down in the Cabinet Secretariat O.M. No. 10|3|50-SE. II, dated 13th June 1950, was disregarded and Government made an appointment without giving the Commission an opportunity to reconsider the matter.

92. In 1951 the cases of certain officers of the East Bengal Provincial Civil Service were referred to the Commission for confirmation in 'Listed Posts'. The Commission declared five of the officers unsuitable for confirmation, but their advice was not accepted.

93. In August 1952, the Ministry of Law appointed as Deputy Draftsman, Class I, an officer who had been working under the Ministry of Refugees and Rehabilitation as Liaison Officer, Class I, since November 1950, without the approval of the Commission. The Commission did not approve of this appointment. Subsequently recruitment to the post was excluded from the purview of the Commission by including it in the Schedule to the Pakistan Public Service Commission (Consultation by the Governor-General) Regulations.

Post Scriptum

94. The Commission would like to thank the Provincial Governments and Public Service Commissions for their assistance in conducting examinations and interviews. The Commission are also indebted to Her Majesty's Civil Service Commission and to the Civil Service Commission of the U.S.A., especially for their help in conducting examinations abroad.

95. The Commission also thank their advisers and in particular those officers of Government who attended interviews without payment and at considerable inconvenience.

96. The Commission's office worked at high pressure during the year and the Commission record their appreciation of the good work done both by their officers and by members of the ministerial staff.

KARACHI:

The 24th September, 1954.

ZAKIR HUSAIN,
Chairman.

U. KRAMET,
Member.

WAZIRZADA SARDAR GUL MOHAMMAD KHAN,
Member.

D. STANTON IFE,
Secretary,
Pakistan Public Service Commission.

APPENDICES

APPENDIX No. I

STATEMENT OF EXAMINATIONS AND TESTS CONDUCTED BY THE PAKISTAN PUBLIC SERVICE COMMISSION DURING THE YEAR 1952.

Sl. No.	Name of Examination	No. of Examinations held	No. of candidates who applied	No. of candidates admitted	No. of candidates who actually competed	No. of candidates interviewed	No. of candidates declared successful	No. of vacancies	No. of candidates actually appointed	Remarks
1	2	3	4	5	6	7	8	9	10	11
1	Central Superior Services Examination, 1952—Combined Examination for :— (*i*) The Civil Service of Pakistan. (*ii*) The Pakistan Foreign Service. (*iii*) The Police Service of Pakistan. (*iv*) The Pakistan Audit & Accounts Service. (*v*) The Pakistan Railway Accounts Service. (*vi*) The Pakistan Military Accounts Service. (*vii*) The Pakistan Customs Service. (*viii*) The Pakistan Income Tax Officers' Service, Class I, Grade II.	1	645	610	486	171	84	63	58	

	(*ix*) The Pakistan Postal Service, Class I.									
	(*x*) The Pakistan Postal Superintendents Service, Class II.									
	(*xi*) The Pakistan Military Lands & Cantonments Service, Class II.									
	(*xii*) Superintendents, Pakistan Central Excise Service, Class II.									
	(*xiii*) The Pakistan Income Tax Service, Class II, Grade III.									
	(*xiv*) The Transportation (Traffic) and Commercial Deptts. of the Pak. Railways.									
2	Central Engineering Services Examination, 1952.	1	173	160	104	68	63	65	*	*Not available.
3	Central Overseas Scholarship Examination, 1952.	1	113	99	68	67	14	31	14	
4	Mercantile Marine Training Examination, 1952.	1	57	45	38	20	14	12	12	
5	Ministerial Services (Assistants/ U. D. C.) Examination, 1952.	1	682	653	528	...	323	...	...	
6	Ministerial Services (Lower Division Clerks) Examination, 1952.	1	1,217	1,190	1,123	...	255	...	...	
7	Civil Service of Pakistan (Probationers) Final Passing Out Examination, 1952.	2								
		(March 1952).	...	...	24	...	15	...	...	
		(Dec. 1952).	...	...	26	...	22	...	...	

APPENDIX No. I—contd.

Sl. No.	Name of Examination	No. of Examinations held	No. of candidates who applied	No. of candidates admitted	No. of candidates who actually competed	No. of candidates interviewed	No. of candidates declared successful	No. of vacancies	No. of candidates actually appointed	Remarks
1	2	3	4	5	6	7	8	9	10	11
8	Pakistan Foreign Service (Probationers) Final Passing Out Examination, 1952.	1 (April 1952).	...	...	9	4	...	...	...	
9	Police Service of Pakistan (Probationers) Final Passing Out Examination, 1952.	1 (Dec. 1952).	...	...	16	...	11	...	...	
10	Stenographers Examination, 1952	1	948	930	842	...	182	...	...	
11	Stenotypists Examination, 1952 ...	1	703	688	634	...	234*	...	...	*Including 81 candidates who also qualified as Stenographers.
12	Proficiency Tests :—									
	(i) Stenographers	4	256	256	178	...	62	...	...	Including one test each at Rawalpindi.
	(ii) Stenotypists	4	100	100	71	...	11	...	...	
	(iii) Typists	4	420	420	313	...	55	...	...	
	(iv) Urdu Typists	1	1	1	1	...	...			
13	Monthly Typewriting Tests ...	27	2,364	2,364	1,660	...	654	...	...	

APPENDIX No. II

STATEMENT SHOWING NUMBER OF ENGINEERING, TECHNICAL AND NON-TECHNICAL POSTS FOR WHICH REQUISITIONS WERE RECEIVED BY THE COMMISSION DURING THE YEAR 1952.

1	2	3	4				5
			Number of posts				
Sl. No.	Name of Ministry/Division/Department	Number of Requisitions received	Engg.	Tech.	Non-Tech.	Total No. of posts	Remarks
1	Agriculture Division	26	3	40	7	50	
2	Aviation Division	3	1	1	1	3	
3	Auditor General of Pakistan	...	...	...	...	...	
4	Accountant General of Pakistan Revenues	...	...	...	...	...	
5	Agent to H. E. the G. G. & C. C. in Baluchistan.	...	...	...	...	...	
6	Cabinet Secretariat	2	...	1	1	2	
7	Chief Commissioner's Secretariat, Karachi	1	...	...	18	18	
8	Commerce	6	...	8	...	8	
9	Communications	12	12	16	1	29	
10	Constituent Assembly of Pakistan ...	2	...	...	2	2	
11	Defence	10	4	6	28	38	
12	Education	13	...	5	7	12	
13	Economic Affairs	3	...	11	...	11	
14	Foreign Affairs & Commonwealth Relations	3	...	...	19	19	
15	Finance	1	...	...	1	1	

1	2	3	4				5
16	Food Division	...	...	...	...	...	
17	Health	17	...	43	2	45	
18	Interior	...	...	...	...	...	
19	Information and Broadcasting	16	4	4	18	26	
20	Industries	20	7	54	7	68	
21	Labour	8	1	7	6	14	
22	Law	...	...	...	...	...	
23	Kashmir Affairs	...	...	...	...	...	
24	Pakistan Public Service Commission ...	1	...	...	1	1	
25	Refugees and Rehabilitation	3	...	...	19	19	
26	Revenue Division	...	...	...	...	...	
27	States and Frontier Regions	1	...	1	...	1	
28	Works Division	2	1	...	1	2	
	GRAND TOTAL ...	150	33	197	139	369	

APPENDIX No. III

STATEMENT SHOWING SUMMARY OF CASES OF APPOINTMENTS, PROMOTIONS, MISCELLANEOUS CASES, ETC., DEALT WITH BY THE PAKISTAN PUBLIC SERVICE COMMISSION DURING THE YEAR 1952.

Sl. No.	Description	No. of cases pending on 1-1-1952	No. of cases referred between 1-1-52 to 31-12-1952	No. of cases on which advice communicated	No. of cases pending on 31-12-52	No. of cases on which Government have taken decision	No. of cases on which Govt. have not taken decision	Whether Commission's advice was accepted	Remarks
1	Appointments (including temporary appointments, regularisation of appointments made without reference to the Commission).	18	117	135	...	126	9	Accepted.	
2	Promotions (including promotions and confirmations of P.C.S. officers to C.S.P. and P.S.P.).	7	62	69	...	63	6	,,*	*Except in one case mentioned in para. 91 of the report.
3	Disciplinary Case	3	9**	11	1	11	...	,,	**Includes cases of appeals, memorials, etc. recd. through Government.
4	Domicile	...	1	1	...	1	...	,,	
5	Seniority	...	7	7	...	7	...	,,	
6	Excluded Cadre Posts ...	...	12	12	...	12	...	,,	
7	Gratuity and Injury Pensions.	...	1	1	...	1	...	,,	
8	Withholding of Special Additional Pension.	...	2	2	...	2	...	,,	
9	Re-imbursement of Legal Expenses.	...	5	5	...	4	1	,,	

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LIST OF AGENTS IN PAKISTAN AND ABROAD FROM WHOM GOVERNMENT OF PAKISTAN PUBLICATIONS ARE AVAILABLE

I.—INLAND

1. PROVINCIAL GOVERNMENT BOOK DEPOTS :—

North-West Frontier Province :—
Manager, Government Printing and Stationery, N.-W. F. P., Peshawar.

Sind :—
Superintendent, Sind Government Book Depot and Records Office, Karachi, Sadar.

Punjab :—
Superintendent, Government Printing Punjab, Lahore.

East Bengal :—
Deputy Controller, Stationery, Forms and Publications, 176, Nawabpur Road, Dacca.

2. PRIVATE BOOK-SELLERS :—

Karachi :—
Messrs. Pioneer Paper and Stationery House, 1, Avan Lodge, Opp. Dow Medical College, Bunder Road, Karachi.
Messrs. Aero Stores, 170, Napier Road, Karachi.
Messrs. Ferozsons, Bunder Road, Karachi.
Messrs. Kitabistan, Ltd., 18, Hotel Metropole, Victoria Road, Karachi.
Messrs. Windsor Book Stall, Elphinstone Street, Karachi.
Messrs. Burhani Paper Mart, Campbell Street, P. O. Box No. 26, Karachi.
Messrs. Pakistan Law House, Opp. Small Causes Court, Wadhomal Odharam Road, Karachi.
Messrs. The Bookland, Bunder Road, Karachi.
Messrs. Grenich Agencies, 510, Elphinstone Street, Karachi.
Messrs. Firdous Stationers, Opp. New Mamon Mosque, Bunder Road, Karachi.
Messrs. Pakistan Co-operative Book Society, Electric House, University Street, Karachi.

Sind :—
Messrs. Educational Book Depot, Stationers and Book-sellers, School Road, Hyderabad, Sind.
Messrs. Gul Book Depot, Neemjee Slope, Sukkur.
Messrs. The New Allies Stores, Jail Road, N. r Tower, Hyderabad, Sind.

Punjab :—
Messrs. Danishmand and Co., Karkhana Bazar, Lyallpur.
Messrs. Ferozsons, The Mall, Lahore.
Messrs. The Punjab Religious Book Society, Anarkali, Lahore.
Messrs. Nawa-i-Waqt Publications, Ltd., Lahore.
Messrs. Manzoor and Co. (Pakistan), Ltd., 6, The Mall, Lahore.
Messrs. A. M. John and Co., Kutchery Road, P. B. No. 297, Lahore.
Messrs. The Publishers United Ltd., 176, Anarkali, Lahore.
Messrs. International Agency, Gujar Basti, Lyallpur.
Messrs. Mirza Book Agency, 20, Mayo Road, Lahore.
Messrs. All Pakistan Legal Decision, 35, Nabha Road, Lahore.
Messrs. Shah and Sons, Book-sellers and Publishers, Sialkot City.
Mr. K. A. Baker, Prop. Baker Electric Press, Publishers and Law Book-sellers, Baker Lodge, Sialkot Cantt.
Messrs. The Editor, Punjab Marketing Weekly, Mumtaz House, Khwaja Dil Mohd. Road, Lahore.
Messrs. Hamid Noorani & Co., 59, Fleming Road, P. O. Box No. 473, Lahore.
Messrs. Premier Book House, 4|5, Katchery Road, near Anarkali, Lahore.
Messrs. The London Book Co., Rawalpindi.

Baluchistan :—
Messrs. Aligarh Book Stall, Mission Road, Quetta.

North-West Frontier Province :—
Messrs. Ferozsons, 35, The Mall, Peshawar.

East Bengal :—
Messrs. The Pakistan Co-operative Book Society, Ltd., Chittagong.
Messrs. Kohinoor Library, Ander-killa, Chittagong.
Messrs. The Pakistan Co-operative Book Society, Ltd., Pioneer Bank Building, Sylhet.
Messrs. Sikandari News Agency, Office of the Fashion House, Raja G. C. Road, Sylhet, E. P.
Messrs. Burhani Paper Mart, 11, Bangla Bazar, Dacca, E. P.
Messrs. Qazi Khurshed Mustafa, 23, Rajani Choudhary Road, Gandaria, Dacca, E. P.
Messrs. Abdul Qadir & Brothers, Old Jessore Road, Khulna, E. P.
Messrs. The Roushan Book Stall, Thana Road, Bogra, E. P.

II.—FOREIGN

The Ambassador of Pakistan, Kabul, c|o Post Master, Peshawar.
The High Commissioner for Pakistan in Australia, Dalton House, 115, Pitt St., Sydney, Australia.
The Ambassador of Pakistan, Rander House, Phayre Street, Rangoon, Burmah.
The High Commissioner for Pakistan, 499, Wilbord Street, Ottawa, Canada.
The Embassy of Pakistan, Pakistan House, 11, Sharia Hodel, Laban, Garden City, Cairo, Egypt.
The High Commissioner for Pakistan, 8-B, Hardinge Avenue, New Delhi.
The Embassy of Pakistan, 15, Dialan Tanku Umer, Djakarta.
The Embassy of Pakistan, Khiaban Takhte Jamshed Kashi No. 276, Tehran, Iran.
The Embassy of Pakistan, Wazirya, Baghdad, Iraq.
The Legation of Pakistan, Jedda, Saudi Arabia.
The Minister of Pakistan, Abu Roumaneh, Damascus.
The Ambassador of Pakistan, 41, Karanfil Sokaka, Yanisehir, Ankara, Turkey.
The High Commissioner for Pakistan, 34|36, Lowndes Square, London, S.W. 1.
The Ambassador of Pakistan, 2201-R Street, North-West Washington, D.C. U. S. A.
The Embassy of Pakistan, 17, Sadovekurdrinskava Street, Mascow, U. S. S. R.
The Ambassador of Pakistan, 18, Rue Loard Byron, Paris, France.
The Embassy of Pakistan, Plien 1813, No. 3, The Hague, Netherlands.
The Minister of Pakistan, 15, Via Guisenpe, Mangili, Rome, Itlay.